

# ARUBA



# NEWS

Lago Oil & Transport Co., Ltd.

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## Lago wins Safety Award of Honor



Above, National Safety Council's "Award of Honor" plaque. Lago was granted this award for operating 3.8 million employee-hours without an on-the-job disabling injury (May 6, 1982 to November 13, 1983).

Mr. Juan Yanes, General Manager of Esso Caribbean and Central America, presents the National Safety Council's Award of Honor to Mr. Antonio Cavallaro.

## Noise and your Hearing ...

NOISE .... what is it, really?

Simply put, noise is unwanted sound. Technically, it is a form of vibration which may be conducted through solids, liquids or gases. It is a form of energy in the air .... invisible vibrations that enter the ear and create a sensation. Almost every conceivable kind of sound can, at one time, be welcome and at another time be disliked.

HEARING LOSS .... what are the signs?

Continuous exposure to high noise can cause hearing loss. Normally, this can be a long process which may go unnoticed for several years. Some of the first signs of hearing problems are: ringing in the ears; asking people to repeat what they have said; others complaining that you are talking too loud or that the radio or TV set is blaring; "cupping" the hand to the ear and, finally lip-reading. Several areas in the Lago refinery are designated as high noise areas based on readings taken with the aid of a

precision sound measuring instrument. Decibels (dBA) are the units that measure the loudness of sound. If the noise exceeds the 85 dBA level, hearing protection should be used to avoid damage to your hearing.

EAR PROTECTION .... how does Lago protect its employees against hearing loss?

Noise level surveys are conducted periodically, and employees are informed of the need to wear ear protection when necessary. In the high noise areas in the refinery a sign "Use Ear Protectors" is posted. Employees, contractors and visitors must wear ear protection at all times while in these areas. Ear plugs and muffs are available at the Central Tool Room and also in all field offices.

Your hearing is one of your most precious possessions. You need it for learning, for communication, for safety and for pleasure. Protect it by wearing ear plugs in noisy areas. Use ear protection as though your hearing depended on it because IT DOES!

**ARUBA**

Lago Oil &amp; Transport Co., Ltd.



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# Boroto y bo Oido ...

**BOROTO** .... ta kiko e ta, verdaderamente?

Bisá facilmente, boroto ta un zonido no desea. Technicamente, e ta un forma di vibracion cu por wordo conductá door di solidonan, liquidonan y gasnan. E ta un forma di energia den aire .... vibracionnan invisible cu ta drenta den orea y ta crea un sensacion. Casi cada tipo di zonido cu ta wordo tendí por wordo gustá un biaha y disgustá un otro biaha.

**PERDIDA DI OIDO** .... kiko ta e indicacionnan?

Contacto continuo cu boroto fuerte por causa perdida di oido. Normalmente, esaki por ta un proceso largo cu por continua pa varios aña sin wordo notá. Algun di e indicacionnan di problema cu oido ta oreanan cu ta "ring"; pidi hende pa ripiti loke nan a bisa; otronan ta keha cu bo ta papia mucho duro of cu volumen di radio of television ta hopi halto; "cup" man tras di orea y, finalmente, lesamento di lip.



Guillermo Tromp and Haime Thijssen, both of Fuels, using two different types of ear muffs in a high noise area in the refinery.

Varios areanan den e refineria di Lago ta designa como areanan cu boroto fuerte basá ariba indicacionnan cu a wordo obtenci cu e ayudo di un instrumento di precision cu ta midi zonido. Decibelnan (dBA) ta e unidadnan cu ta midi con duro e zonido ta. Si e zonido ta mas halto cu e nivel di 85 dBA, proteccion pa oido mester wordo uzá pa evita daño di bo oido.

**PROTECCION DI OREA** .... con Lago ta proteha su empleadonan contra perdida di oido?

Inspeccioan pa nivelnan di zonido ta wordo hací periodicamente, y empleadonan ta wordo informa tocante e necesidad di bisti proteccion pa orea ora ta necesario.

Den e areanan den refineria unda cu tin boroto hopi fuerte, tin un borchi poní cu ta bisa "Use Ear Protectors" ("Uza Protectornan pa Orea"). Empleadonan, contratistanan, y bishitantenan mester bisti proteccion pa orea durante henter e tempo cu nan

ta den areanan aki. "Plug"nan pa orea y "ear muff"nan ta obtenible na e Central Tool Room y tambe na tur e oficinanan den "field."

Bo oido ta un di bo posesionnan mas precioso. Bo tin mester di dje pa siña, pa comunica, pa seguridad y pa placer. Protehé door di bisti "plug"nan pa orea den areanan unda cu tin boroto fuerte. Uza proteccion pa orea como si fuera bo oido ta depende di dje pasobra e tá depende di dje.



Mr. Antonio Cavallaro, Lago's General Manager, cuts the ribbon to officially inaugurate the renovated Storehouse. Present are Storehouse employees and colleagues from Mechanical, Technical and Controller's who had helped to make the renovation possible, in record time.



Joaquin Croes proudly displays the original painting of the January Esso News cover which was given to him by members of the Management Committee as one of his retirement gifts. For more than 40 years, Joaquin was a symbol of man's dedication to his job. In 1943 he started with Lago as a Messenger "B" in the then Industrial Relations Department and he was acting Process Manager at the time of his retirement. Joaquin served on numerous committees and was a member of various CWA negotiating teams and a long standing member of the SOC. Now he is enjoying a well-earned retirement. Pabien, Joaquin, and muchas gracias!

# PROMOTIONS



**Teodoro Tromp**  
Shift Supervisor  
Operations



**Tirso F. Felix**  
Shift Supervisor  
Operations



**Jose M. Yarzagaray**  
Shift Supervisor  
Operations



**Federico F. Lacle**  
Shift Supervisor  
Operations



**Juan E. Croes**  
Shift Supervisor  
Operations



**David Mendes**  
Technician 3  
Technical



**Nelson Goeloe**  
Technician 3  
Technical



**Tia Keng Lee**  
Supv. Printing Plant  
Administrative



**Irmin Kingsale**  
Supv. Matl's Disp./Oper.  
Administrative

**PABIEN!**

## New faces



*Rosalena Wong comes to Lago with a B.A. degree in Accounting from St. Leo's College.*

## Welcome

*Administrative Dept.*



*Technical Dept.*

*Bernardo A. Lanoy is a graduate of the University of the Netherlands Antilles and holds a B.S. degree in Electrical Engineering.*



The refurbished Esso Club Soda Bar was opened on February 10. This facility now offers a wide choice of lunches to our employees in a pleasant, relaxing atmosphere.



Captain Henry H. Hooyer, who recently left Aruba after a two-year assignment mainly to train pilots here, proudly presents a copy of a book written by him on the art of shiphandling to Operation Manager Bob Naugle. Captain Hooyer graduated from Nautical College, Amsterdam, The Netherlands, in 1947. After a seafaring career of twelve years, he became involved in shiphandling as harbor master in West New Guinea, as a harbor pilot at Aruba, as a mooring master at Sidon, Lebanon, and as a senior harbor pilot at Ras Tanura, Saudi Arabia. He also taught for two years at the Shiphandling Training Center in Grenoble, France.

# Outstanding Officer Program ...

"Man of the Year" is a familiar term in the Aruban Community, but "Officer of the Year" may raise many a query. Nonetheless, Lago's Industrial Security Department now proudly boasts an "Officer of the Year" in the person of Ronald N. Leito.

In 1983, the Industrial Security Department initiated an Outstanding Officer Program which is designed to stimulate professional development, individually and collectively, and to recognize top officer performance. Quarterly, three officers are selected as candidates based on recommendations provided by the shift lieutenants. These officers are then interviewed by an Oral Review Board consisting of the Security Administrator, the Security Captain and one management member from another department, usually a manager. The candidates are examined in subjects covered in the Industrial Security Manual and in general practical work habits. The one who performs best in this interview becomes the Officer of the Quarter and receives a plaque which finds a home in the Industrial Security Headquarters. Officer Leito captured not only the "Officer of the Quarter" title but was also chosen "Officer of the Year."

With this Program, Industrial Security provides its personnel with an incentive for motivation, enthusiasm, dedication .... in one word: High Performance.

## Programa di e Oficial cu ta Sobresali ...

"Homber di Aña" ta un termino familiar den e Comunidad Arubano, pero "Oficial di Aña" ta algo cu no ta mucho conoci. Sinembargo, Lago su Departamento di Seguridad Industrial awor orguyosamente ta anuncia e "Oficial di Aña" den e persona di Ronald N. Leito.

Na 1983, e Departamento di Seguridad Industrial a



General Manager A. Cavallaro presents engraved plaque to Ronald N. Leito while Security Administrator Bill Crenshaw and Captain Frederick Brooks look on.

inicia un Programa di Oficialnan Sobresaliente cu ta diseña pa stimula desaroyo profesional, individualmente y colectivamente, y pa reconoce e oficial cu ta cumpli mihor cu su trabao.

Cada trimester, tres oficial ta wordo selecta como candidatonan, basá ariba recomendacionnan cu ta wordo duná door di e tenientenan di warda. E oficialnan aki ta wordo entrevistá door di un "Oral Review Board" cu ta consisti di e Administrador di Seguridad, e Capitan di Seguridad y un miembro di gerencia di un otro departamento, normalmente un manager. E candidatonan ta wordo examina den topicinan cu ta wordo cubrí den e Manual di Seguridad Industrial y den costumbernan general y practica di trabao. Esun cu sali for di e entrevista como esun mihor, ta bira "Oficial di Trimester" y ta ricibi un placate cu ta haya su lugar den e oficina principal di e Departamento di Seguridad Industrial. Oficial Leito a capturá no solamente e titulo di "Oficial di Trimester", sino tambe a wordo scobi como "Oficial di Aña."

Cu e programa aki, Seguridad Industrial ta ofrece na su personal un incentivo pa motivacion, entusiasmo, dedicacion .... cu poco palabra: trabao di calidad halto.

## Reducing Costs

Keeping costs at a minimum is always important to a healthy organization, but cutting costs during this difficult transition period is not only important, it is essential if we are to improve our competitive position and insure gainful employment. With this in mind, there can be no doubt that each employee should set his own personal cost reduction goal. To assist you in this, we offer the following tips:

- First of all, recognize that costs can be cut.
- Identify unnecessary costs.
- Develop and contribute constructive ideas.
- Relate cost reduction ideas to your supervisor.
- Assist in cost reduction activities.
- Above all, BE COST CONSCIOUS!

## Reduciendo gastonan

Tene gastonan na un minimo semper ta importante pa un organizacion sano, pero reduccion di gastonan durante e periodo dificil di transicion no solamente ta importante pero tambe esencial si nos kier mehora nos posicion competitivo y sigurá empleo ventahoso. Teniendo cuenta cu esaki no por tin duda cu cada empleado mester pone su mesun meta pa reduci gastonan. Pa asisti bo den esaki, nos ta ofrece e siguiente tipnan:

- Prome cu tur cos, reconoce cu gastonan por wordo reduci.
- Identifica gastonan innecesario.
- Desaroya y contribui na ideanan constructivo.
- Conta bo supervisor tocante ideanan pa reduci gastonan.
- Asisti den actividadnan cu ta reduci gastonan.
- Mas cu tur cos, SEA CONSCIENTE DI GASTONAN!

# JANUARY.....

*Safety is*

*for Winners*



Darren Antonie -  
Ice Chest



Isildo Kelly -  
Clock Radio



Alwin H. Sluer -  
Car Stereo



Deonisio Henriquez -  
35 mm Camera



Ephraim I. Giel -  
13" Color T.V.



William Woodley -  
Gift Certificate



Mario Kelly -  
Gift Certificate



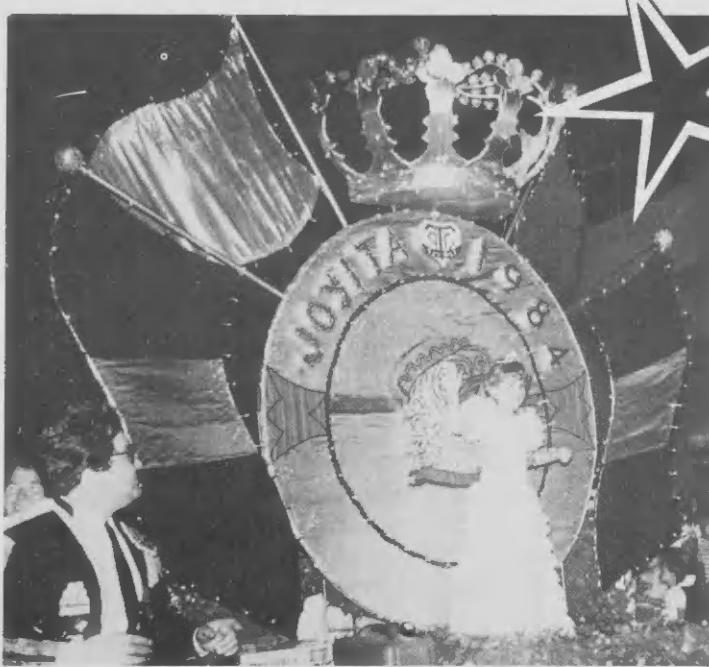
Luis H. Rasmijn -  
Vacuum Cleaner



Joseph R. Caton - Wall Clock

*Ganadornan*

*ta pa*



*Aruba*

*Tivoli*

*Club*



*presents*

**SPECTACULAR**

**LIGHTING**  
**PARADE**



# Papiando di Salud ...

Pa Dr. Larry Crook

Den un esfuerzo pa determina algun di e irregularidadnan medico mas comun den nos grupo di empleadonan, nos staf medico recientemente a completa un revision di e archivo medico di cada empleado na Lago. Ata aki e resultadonan ....

## Hipertension

E irregularidad chronic aki, cual ta asocia cu un riesgo grandi pa malesa di curazon, bloqueo di adernan cu ta hiba sanger pa e sesonan y fayo di riñonnan ta wordo encontra den uno di cada cuatro empleado di Lago. Comemento di hopi salo, falta di ejercicio, presion, y especialmente gordura ta causanan importante di hipertension. Tratamiento ta involvi correccion di e causanan aki y tumamento di remedios.

## Diabetes Mellitus

E malesa aki, den cual tin mucho sucu den sanger, ta wordo encontra den cinco porciento di e empleadonan di Lago. E tipo mas comun aki ta diabetes Tipo II. Normalmente, e ta cuminza na edad adulto, ta asocia cu gordura y no ta requiri inyeccioñan di insulina. Tratamiento ta envolvi cambiamento di dieta, bahamento di peso, y tuma remedios si ta necesario.

## Gordura

E irregularidad medico aki ta alarmantemente comun entre nos empleadonan. Sesenta-y-cinco porciento di e empleadonan masculino y cuarenta porciento di esnan semenino ta pisa mas cu nan pesonan ideal. Esaki kier meen cu cada empleado ta carga un peso promedio di 18 liber extra, cu un total di 9 ton di peso dimas! Gordura ta conduci na hipertension, diabetes, enfermedad di curazon y bloqueo di adernan cu ta hiba sanger pa e sesonan; e ta haci otro irregularidadnan chronic, manera arthritis y dolor di lomba, hopi mas pio.

## Problemanan di lomba y ligamentonan

E grupo di malesan aki ta basta comun, especialmente entre hendenan di edad avansa y cu ta pisa dimas. Trinta porciento di nos empleadonan tin dolor di lomba chronic! E ligamentonan cu mas ta wordo afecta ta rudiyanan, heupnan y enkelnan.

## Humamento

Sorprendentemente, 37 porciento di empleadonan masculino y 20 porciento di esnan semenino ta huma. Mas preocupante ainda ta e proporcion halto di e empleadonan mas joven cu ta huma. Humamento ta un di e cosnan mas malo cu un persona por haci pa su salud. E ta asocia cu enfermedad di curazon, malesa di pulmonnan, y por lo menos tres diferente tipo di cancer.

## Irregularidadnan di wowo

Pterygium, cual ta un crecimiento benigno arriba e parti blanco di wowo ta basta comun akinan, y ta wordo haña cerca 20 porciento di e empleadonan. Glaucoma, cual ta wordo causa door di aumento di presion paden di e wowo, tambe ta basta comun.

Kiko nos ta siña di loke a wordo menciona .... cu mayoria di e problemanan medico comun cu nos ta topa akinan, por wordo preveni of modifica.

Notanan di Dr. Larry Crook: "Cosnan mas importante cu tur hende por haci pa mantene un bon salud ta come apropiadamente, mantene un bon peso di curpa, haci ejercicio regularmente, come menos salo y evita sigarianan.

# Health Corner

By Dr. Larry Crook

In an effort to determine some of the most common medical disorders in our employee group, our medical staff recently completed a review of the medical record of every employee at Lago. Here are the results ....

## Hypertension ....

This chronic disorder, which is associated with a high risk of heart disease, stroke, and kidney failure, is found in one out of every four Lago employees. A high salt intake, lack of exercise, stress, and especially obesity, are important causes of hypertension. Treatment involves correcting these causes, and taking medication.

## Diabetes Mellitus ....

This disease, in which there is too much sugar in the blood, is found in five percent of Lago employees. The most common type here is Type II diabetes. It usually begins in adulthood, is associated with obesity, and does not require insulin shots. Treatment involves changing the diet, losing weight, and taking medications if needed.

## Obesity ....

This medical disorder is alarmingly common among our employees. Sixty five percent of the male and forty percent of the female employees are above their ideal weights. This means that, on the average, every employee is carrying eighteen extra pounds, for a total of nine tons of excess weight! Obesity leads to hypertension, diabetes, heart disease and stroke; it makes many other chronic disorders, such as arthritis and back pain, much worse.

## Back and Joint Problems ....

This group of diseases is quite common, especially among the older, overweight employees. Thirty percent of our employees have chronic back pain! The joints most commonly involved are the knees, hips, and ankles.

## Smoking ....

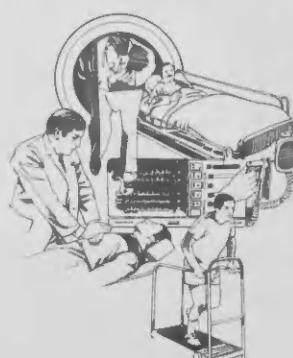
Surprisingly, 37 percent of male employees and 20 percent of the females smoke. Even more worrying is the high proportion of younger employees who smoke. Smoking is one of the worst things a person can do for his/her health. It is associated with heart disease, lung disease, and at least three different kinds of cancer.

## Eye Disorders ....

Pterygium, which is a benign growth on the white part of the eye, is quite common here, seen in twenty percent of employees. Glaucoma, which is caused by increased pressure inside the eye, is also quite common.

What do we learn from the above .... that most of the common medical problems found here can be prevented, or modified.

Notes Dr. Larry Crook: "Important things everyone can do to maintain good health are to eat properly, maintain a good body weight, exercise regularly, decrease the intake of salt, and avoid cigarettes."



The very  
Young



The not  
so Young



They all  
enjoyed

THE  
CHILDREN'S CARNIVAL

